**What do I really want for this administrator? *Conscious* commitment to strength(s) and *conscious* commitment to change for own professional growth.**

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|  | **Iowa Standard for School Leader** | **Data** | **Questions** |
| **Strength:**  **Committed to strengthening the number of extracurricular activities available to Walnut students within the home district.** | **4. Family & Community** | **1. High School girls basketball and Junior High basketball is back for 2 consecutive years, this year playing a varsity schedule.**  **2. High School Track & Field is offered at Walnut again.**  **3. Cheerleading for winter sports has been added.**  **4. Increased % of students involved in at least 1 extracurricular activity**  **5. Increased gate receipts** | **O – What were the key factors that influenced your desire to make this goal one of your top priorities?**  **R – As you look back on the past year, what makes you feel good about the increases? Were there any hurdles/obstacles in your path?**  **I – Had you anticipated obstacles that never came to fruition? Why do you think this happened? On the other side of the same coin, did anything come up that you had not anticipated? How did you work through?**  **D – Are there any changes you would like to make as we look to the future? What do you think will be needed? What will you need from me?** |
| **Growth: Increase visibility in the classrooms through the use of structured walk-through observations. Strengthen position as an instructional leader.** | **2. Culture of Learning** | **1. Number of walk-throughs.**  **2. Conversations with staff regarding feedback from walk-throughs.** | **O – What do you feel the most comfortable about in regards to the walk-through expectations? Do you feel confident in the process?**  **R – What information do you feel the staff needs in order to have confidence in matching the walk-through information to PD?**  **I – How will the staff’s acceptance (or lack of acceptance) of the process affect how you move forward?**  **D – What goal(s) will you set for yourself in this area? What do you anticipate needing from me?** |
| **Based on *D* in Growth and/or Strength Area:**  **Improve observation/ walk-through process** |  |  | **Administrator’s Responsibilities:**  **Communicate with staff regarding purpose of walk-through and focus areas of each walk-through.**  **Evaluator’s Responsibilities:**  **Participate in walk-through activities. Assist in interpretation of data. Schedule on-going meetings to discuss PD as it guides walk-through focus.** |